

WMAQ and WSNS 2021 Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WMAQ and WSNS.

The information contained in this Report covers the time period beginning August 1, 2020 to and including July 31, 2021 (the "Applicable Period").

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) (2) of the FCC rules.

2021 Annual EEO Public File Report

I. Vacancy Recruitment

Covering the Period from August 1, 2020 to July 31, 2021
Stations Comprising Station Employment Unit: WMAQ and WSNS

WMAQ Hires						
Quantity	Position Title	Date Filled	Recruitment source(s) used to fill vacancy	Recruitment Source for Candidate(s) Hired	Number Hired	Number Interviewed
1	Assignment Editor, WMAQ-TV	8/31/2020	Recruitment Source Data Form	Industry & Business Contact Referral	1	2
1	General Assignment Reporter/Multi-Media Journalist- WMAQ	10/26/2020	Recruitment Source Data Form	Talent Agent	1	7
1	Assignment Editor, WMAQ-TV	10/26/2020	Recruitment Source Data Form	Former Intern	1	1
1	News Content Producer, WMAQ-TV	11/2/2020	Recruitment Source Data Form	nbcunicareers.com (and other job sites)	1	4
1	Manager, Content Production	2/1/2021	Recruitment Source Data Form	Current NBCU Staff Employee	1	4
1	Manager, News Operations NBC/Telemundo Chicago	2/1/2021	Recruitment Source Data Form	Current NBCU Staff Employee	1	4
1	News Content Producer, WMAQ-TV	3/8/2021	Recruitment Source Data Form	nbcunicareers.com (and other job sites)	1	5
1	Digital Video Producer/Editor	3/29/2021	Recruitment Source Data Form	Employee Personal Referral	1	4
1	News Content Producer – NBC 5 Chicago	6/14/2021	Recruitment Source Data Form	nbcunicareers.com (and other job sites)	1	5
1	Account Executive - Chicago	6/21/2021	Recruitment Source Data Form	Current NBCU Staff Employee	1	8
1	Consumer Investigative Producer-NBC Chicago	7/5/2021	Recruitment Source Data Form	Current NBCU Staff Employee	1	4
1	Content Producer - Sports, NBC 5	7/12/2021	Recruitment Source Data Form	Current NBCU Staff Employee	1	3
WMAQ Total Number of Persons Interviewed						51

WSNS Hires						
Quantity	Position Title	Date Filled	Recruitment source(s) used to fill vacancy	Recruitment Source for Candidate(s) Hired	Number Hired	Number Interviewed
1	News Producer, WSNS-TV	1/18/2021	Recruitment Source Data Form	Current NBCU Staff Employee	1	4
1	Sports Anchor/Reporter Telemundo Chicago	2/15/2021	Recruitment Source Data Form	Employee/Personal Referral	1	1
1	News Assignment Editor, Telemundo Chicago	3/1/2021	Recruitment Source Data Form	Former Intern	1	4
WSNS Total Number of Persons Interviewed						9

Total Number of Persons Interviewed During Applicable Period for WMAQ and WSNS: 60

II. Recruitment Source Information for Vacancies

Covering the Period from August 1, 2020 to July 31, 2021
Stations Comprising Station Employment Unit: WMAQ and WSNS

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Current pool of temp employees: Yoh Staff, Daily Hires, freelancers	1
Employee Referrals (Employee Referral Program)	12
Industry and Business contacts referrals	6
LinkedIn.com	1
NBCUnicareers.com - recruiting site External/Internal applicants	20
- NBC & TLMD Internship Program	2
- Internal NBCU employee candidates	17
- Internal Comcast employee candidates	0
Talent Agent representatives of on-air talent	1
Contract Recruiter - NABJ, NAHJ	
TOTAL	60

III. Non-Vacancy Specific Recruitment Activities

Covering the Period from August 1, 2020 to July 31, 2021
Stations Comprising Station Employment Unit: WMAQ and WSNS

JOB FAIR PARTICIPATION			
Organization	Date	Event	Participant(s)
NABJ	8/6/2020-8/7/2020	2020 NABJ Convention & Career Fair (virtual)	Frank Whittaker
Columbia College Chicago	2/11/2021	Handshake-Virtual Internship and Career Fair	Aida Colon, Dorothy Dziubask and Jody Bajor-Oshita
National Academy of Television Arts & Sciences	3/6/2021	Career Day	Michele Jeffrey, Michelle Miner and Casey Mitchell
National Academy of Television Arts & Sciences	4/3/2021	The Importance of Internships (virtual)	Pablo Alfaro
Junior Achievement of Chicago	4/13/2021	JA Chicago Inspire Virtual Career Exploration Program Opportunities and Requests	Carmen Vega and Vera Friloux
Comer Education Campus	7/31/2021	Career Day (virtual)	Siafa Lewis

EDUCATIONAL INSTITUTION SPONSORED CAREER OPPORTUNITIES AND COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION			
Organization	Date	Event	Participant(s)
** No Activity due to COVID-19			

EMMA BOWEN FOUNDATION FOR MINORITY INTERESTS IN MEDIA: The Employment Unit participates in the Emma Bowen Foundation for Minority Interest in Media Fellowship program, which is a broadcasting industry scholarship program designed to provide part-time jobs and learning experiences to minority high school and college students. The program is unlike other intern programs in that the students work for their partner company during the summers and school breaks from their junior year in college until they graduate. During that period, students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. Students in the program receive an hourly wage, as well as a matching compensation to help defray the cost of college tuition and expenses. The Stations have the opportunity to guide and develop minority students to prepare them for opportunities of permanent placement if available or placement with the NBCU Associates Program upon completion of their college degree. Mentoring from the selected staff in the sponsoring company is also a key element of the program. Unfortunately, due to the ongoing pandemic, the Employment Unit was unable to host an Emma Bowen student this summer.

EMPLOYEE TRAINING: Employees of WMAQ-TV and WSNS-TV are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility or skills. Various programs are provided by external vendors and internal company-sponsored programs. Employees of both stations participated in the following courses:

- Account Reconciliation Training open to WMAQ and WSNS Finance Department – August 7, November 3-10, 2020 and July 13, 2021
- Respect in the Workplace training open to all WMAQ and WSNS Employees – September 2020 through December 2020
- Racial Justice In News Coverage Guidelines open to WMAQ News Department – September 10, 2020
- Confronting Bias: Thriving Across Our Differences open to all WMAQ and WSNS Employees – September 2020 through October 2020
- NBC Spot On (Working with Linear Buyers open to all WMAQ and WSNS Sales Department – November 19, 2020
- Spot On OTT Training open to all WMAQ and WSNS Sales Department – January 11, 2021
- i-Sight Case Management System Training open to all NBCU HR Client Support Team – January 12 & 14, 2021
- i-Sight Office Hours open to all NBCU HR Client Support Team – January 8, February 4-11, 2021

- Meet the Moment “Diversity, Equity and Inclusion (DEI) initiative open to all NBCU employees – January 26, 2021
- Rhiza training open to all WMAQ and WSNS Sales Department – January 28, 2021
- Hispanic 101 open to all WMAQ and WSNS Sales Department – February 2, 2021
- Comcast Corporation “Living with Change” open to all WMAQ and WSNS employees – February 4, 2021
- ComScore Station View Essentials Training 101 open to all WMAQ and WSNS Sales Department – February 18, 2021
- Media Monitors New User Training open to all WMAQ and WSNS Sales Department – March 4, 2021
- Nielson BBO Review open to all WMAQ and WSNS Sales – March 11, 2021
- Diversity, Equity and Inclusion (DEI) Hiring virtual training open to WMAQ News Managers – April 2021
- I-Sight & investigations Training open to all NBCU HR Client Support Team – April 22, 30 and May 11, 2021
- Meet the Moment “Diversity, Equity and Inclusion (DEI) Initiative – April 27, 2021
- Dataminr virtual training open to WMAQ Assignment Editors and Digital Producers – April 28, 2021
- One Audience Platform Chicagoland Training open to all WMAQ and WSNS Sales Department – June 15, 2021
- Olympics 2020-2021 Reports Training open to all NBCU Sales Team – July 2021
- Diversity, Equity & Inclusion 2021 open to all WMAQ and WSNS Employees – July 12-19, 2021
- Look S in Monitor Wall training open to WMAQ Platform Managers – June 8, 2021

- Kantar “Explore” open to all WMAQ and WSNS Sales Department – July 15, 2021
- AR Credit & Collections Training open to all WMAQ and WSNS Sales Department – July 22, 2021
- Managing Newsroom Stress & Trauma open to all WMAQ and WSNS News Department – July 14, 2021

INTERNAL SKILLS ENHANCEMENT PROGRAMS: The Broadcast Stations of NBCUniversal is fortunate to be supported in learning and development opportunities through various corporate programs that are available to employees. These internal programs are designed to enhance their ability to assume positions of greater responsibilities or skills and help shape and deliver the future of NBCUniversal.

The Talent Lab is NBCUniversal's suite of learning and development experiences that are uniquely designed to develop and engage our employees to deliver for the future. These sponsored programs focus on building personal leadership and business knowledge so that employees at all levels of the organization are equipped to meet the demands and expectations of our challenging, fast-paced, and evolving media and entertainment environment. We meet NBCUniversal talent where they are in their careers with experiences that align, build, accelerate and elevate what is needed for success from early-career professionals to executive-level leaders.

The Align Track is designed to align talent new to company/new to role to the expectations, business and culture of NBCUniversal. Includes, Jump, Pivot, Spirit and Start. *The Build Track* is designed to build the core media skills, business acumen and capabilities needed by talent to drive the strategic business priorities forward. Includes Engage, Influence, Invest, Lead and Stream. *The Accelerate Track* is designed to accelerate high potential talent to creative, invent and deliver the future of media. Includes Connect, Create, Case and Drive. The *Elevate Track* is designed to engage, empower and elevate diverse talent in their careers. Includes, Amplify, Elevate and Shine

In addition to these core Learning & Development Programs, the Owned Stations division provides the following NBCU Stations Training and Development programs: Sales Associates Program and She Leads, Sales Development Program.

The broadcast stations of NBCUniversal continue to regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. These offerings include Discrimination/Harassment Prevention Training, Integrity Training, Code of Conduct training, Protecting Company Information Training, Effective Communication Guidelines Training, Gifts and Business Entertainment Guidelines Training, Diversity and Inclusion Training and Conflict of Interest Prevention Training. The internal employee benefits website provides specific information regarding the Company's Tuition Reimbursement Program for continuing education and an online eLearning catalog of available training courses for employees' career development. The partnership between NBCUniversal, LinkedIn Learning and the Harvard Manage Mentor program continues and offers online professional development courses to all NBCUniversal employees.

Continual on-line training is required of all employees on the Company's EHS (Environmental Health & Safety) Programs.

INTERNSHIP PROGRAM: The Employment Unit maintains an established internship program designed to give exposure to college students about careers in the broadcast industry. During the FCC reporting period covered in this report, 8 college students participated in the program during the Summer session. The NBC/Telemundo Internship Program in Chicago is a paid internship program, providing real work experience and deliverables during their internship. Additionally, the internship program exposes interns to senior WMAQ and WSNS personnel who address the students and share key career information in addition to their real work experience. Interns participated in the following virtual seminar sessions during the 2021 summer session: Respect in the Workplace, News Management, Sales/Marketing Leadership, Research 101, Summer Presentation Project and Broadcast Operations & Engineering. The Program coordinator is Aida Areizaga, Human Resources Coordinator, WMAQ-TV & WSNS-TV, NBCU Chicago.

COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION: Employees of the Stations participate in extensive community relations activities, which also create opportunities to educate the community about broadcasting and employment opportunities with WMAQ-TV, WSNS-TV and within the broadcast field in general. Set forth below is a sampling of the community events in which the Employment Unit's personnel participated during the reporting period:

2020/2021 – WMAQ's general sampling of sponsored community events and outreach:

2021

Monday, January 11th	Michelle Relerford moderated the PUSH virtual breakfast conversation.
Friday, February 19th	Paul Deanno virtually spoke to a First-Grade class at Hatch Elementary in Oak Park.
Saturday, February 20th	Regina Waldroup co-emceed the 4 th Annual Charity Black History Month College Scholarship Drive Runway Showcase
Tuesday, February 23rd	Mike Berman virtually spoke to a Sports Broadcasting Class at Glenbrook North High School.
Thursday, February 25th	Art Norman virtually spoke to our staff on behalf of BEN about his experiences, challenges, and triumphs throughout his career.
Sunday, March 7th	Andy Avalos and Alex Maragos emceed this year's virtual meltdown for Special Olympics Chicago Polar Plunge.
Wednesday, March 10th	Paul Deanno hosted a virtual school visit for a preschool class at Elmhurst Academy.
Thursday, March 11th	LeeAnn Trotter moderated the virtual Tuskegee Airmen Legacy of Courage discussion with Comcast.

Friday, March 12th	Mike Berman participated in the Leaders are Readers virtual event where he read to students at Woodlawn School District.
Wednesday, March 17th	Paul Deanno hosted a virtual school visit and spoke to a class of 2 nd graders at Reed School in Homer Glenn.
Sunday, March 21st	Chris Hush was a virtual host for Operation Let's Get Cooking Show.
Thursday, March 25th	Allison Rosati and Rob Stafford virtually emceed the Better Business Bureau Annual Meeting.
Friday, April 21st	Michelle Relerford moderated the Chicago Minority Supplier Development Council Session.
Thursday, April 22nd	Natalie Martinez emceed the World Future Forum Opening Ceremony.
Saturday, April 24th	Allison Rosati hosted the virtual Montini Catholic Maroon and Gold Gala.
Sunday, April 25th	Kye Martin emceed the virtual Chicagoland March for Babies for the March of Dimes.
Saturday, May 1st	Lisa Parker emceed Aspire's Big City Night 2021 virtual annual Gala.
Saturday, May 7th	Regina Waldroup hosted the Waukegan Township virtual event.
Saturday, May 8th	Zoraida Sambolin was a guest host at the Art Center Highland Park event.
Sunday, May 16th	LeeAnn Trotter emceed the Harmony Hope and Healing virtual Fundraiser.
Wednesday, May 26th	Stefan Holt emceed the virtual Build On Chicago Fundraising event.
Thursday, June 10th	LeeAnn Trotter hosted a virtual Wine Tasting Event, Aged to Perfection for CEDA.
Wednesday, June 16th	LeeAnn Trotter emceed the Clerk of Circuit Court Juneteenth Program.
Thursday, June 17th	Marion Brooks emceed the Anti-Defamation League Woman of Achievement Virtual event.
	Chris Hush emceed the Between Friends Domestic Violence Support Group Fundraiser.
Saturday, June 19th	Stefan Holt emceed UNCF "A Mind Is..." Virtual Gala

Saturday, July 10th

Christian Farr hosted The Chicago Gentleman's Brunch

2020

Thursday, October 29th

Alicia Roman virtually spoke to a class of Kindergarteners at Bishop McNamara Catholic.

Alicia Roman virtually spoke to a class of Second Graders from Noel Levasseur Elementary School.

Saturday, November 7th

Alex Maragos emceed the Union League Boys and Girls Club Gala.

Thursday, November 19th

Michelle Relford moderated a discussion on Hunger, Homelessness, and Health in Chicago.

Thursday, December 3rd

Christian Farr emceed the virtual Turning Point Health Care Center Rising to the Challenge Benefit.

2020/2021 – WSNS-TV's Sponsored Community Events and Outreach:

2021

Friday, February 19th

Karla Leal moderated the Powerful Latinas Speak at a virtual USHLI townhall.

Friday, March 13th

Marybel Gonzalez virtually hosted the opening of the Senior Health Fest 2021.

Saturday, May 15th

Alfonso Gutierrez virtually hosted the 2021 St. Augustine College Graduation.

Appendix A: Recruiting Sources 2020 – 2021

<p>Ms. Alicia Plomin Marketing & Development Manager Austin Coming Together 5049 W. Harrison Chicago, IL 60644 apspitler@austincomingtogether.org</p> <p>Has this source requested notices? [Yes/No]</p>	<p>Ms. Erin Dowland Kabwe CEDA – Community & Economic Dev. Associations of Cook County, Inc. 567 W. Lake Street, Suite 1200 Chicago, IL 60661 (312) 782-2332 (312) 795-1034 Fax ekabwe@cedaorg.net</p> <p>Has this source requested notices? [Yes/No]</p>
<p>I Ms. Pattlyn Beals Administrative Manager Chatham Business Association 806 E. 78th Street Chicago, IL 60619 (773) 794-5006 (773) 855-8905 Fax pattilynbeals@cbaworks.org</p> <p>Has this source requested notices? [Yes/No]</p>	<p>Mr. Darius Ballinger Chasing23 Youth Empowerment Group 4501 S. Calument Ave., Apt # 3N Chicago, IL 60653 (312) 504-6719 info@chasing23.biz</p> <p>Has this source requested notices? [Yes/No]</p>
<p>c/o Mr. Will Davis Governors State University 1 University Parkway University Park, IL 60484 (708) 235-7494 Wdauss3@govst.edu</p> <p>Has this source requested notices? [Yes/No]</p>	<p>Ms. Kelly Anne Ohde Director of Communications Easter Seals Chicago 1939 W. 13th Street Chicago, IL 60608 (312) 491-4110 kellyanne.ohde@eastersealschicago.org</p> <p>Has this source requested notices? [Yes/No]</p>
<p>Ms. Lisa See Kim Mikva Challenge 200 S. Michigan Ave., Suite 100 Chicago, IL 60604 (312) 863-6340 mary@mikvachallenge.org</p> <p>Has this source requested notices? [Yes/No]</p>	<p>Ms. Monica Hurtado St. Augustine College 1345 W. Argyle Street Chicago, IL 60640 (773) 878-8756 mhurtado@iwe.staugustine.edu</p> <p>Has this source requested notices? [Yes/No]</p>

<p>Ms. Tammy L. Deavours Chief Operations Officer United States Hispanic Leadership Institute 431 S. Dearborn Street, Suite1203 Chicago, IL 60605 (312) 427-8683 tdeavours@ushli.org</p> <p>Has this source requested notices? [Yes/No]</p>	<p>Elliot Ayres NLGJA: The Association of LGBTQ Journalists 2120 L Street NW STE 850 Washington, DC 20037 (202) 588-9888 info@nlgja.org elliott@nlgja.org</p> <p>Has this source requested notices? [Yes/No]</p>
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Assignment Editor, WMAQ-TV

Date Job Filled: 8/31/2020

Recruitment Source
That Referred
Ultimate Hire: Industry & Business Contact Referral

Total Number of
Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Industry & Business Contact Referral (1)	N/A	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
NBCUnivesal.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: General Assignment Reporter/Multi-Media Journalist - WMAQ

Date Job Filled: 10/26/2020

Recruitment Source
That Referred
Ultimate Hire: Talent Agent

Total Number of
Interviewees: 7

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee/Personal Referral (1)	N/A	Geoff Glick	N/A	No
Talent Agent (1)	N/A	Mort Meisner	N/A	No
Current Temp Employee (1)	N/A	N/A	N/A	No
Industry & Business Contact Referral (4)	N/A	WGN Reporter	N/A	No
NBCUnivesal.com	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Assignment Editor, WMAQ-TV

Date Job Filled: 10/26/2021

Recruitment Source
That Referred
Ultimate Hire: Former Intern

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Former Intern (1)	N/A	N/A	N/A	No
NBCUnivesal.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: News Content Producer, WMAQ-TV

Date Job Filled: 11/2/2020

Recruitment Source
That Referred
Ultimate Hire: Current NBCU Staff Employee

Total Number of
Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Industry & Business Contact Referral (1)	N/A	Kent Harrell, News Director at WDJT	N/A	No
NBCunicareers.com (2)	N/A	N/A	N/A	No
Employee/Personal Referral (1)	N/A	Frank Whittaker	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Manager, Content Production

Date Job Filled: 2/1/2021

Recruitment Source
That Referred
Ultimate Hire: Current NBCU Staff Employee

Total Number of
Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com (2)	N/A	N/A	N/A	No
Current NBCU Staff Employee (2)	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Manager, News Operations NBC/Telemundo Chicago

Date Job Filled: 2/1/2021

Recruitment Source
That Referred
Ultimate Hire: Current NBCU Staff

Total Number of
Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current NBCU Staff Employee (2)	N/A	N/A	N/A	No
Employee Personal Referral (2)	N/A	WMAQ-WSNS and WFLD Photographer	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: News Content Producer, WMAQ-TV

Date Job Filled: 3/8/2021

Recruitment Source
That Referred
Ultimate Hire: NBCUnicareers.com

Total Number of
Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers.com (5)	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Digital Video Producer/Editor

Date Job Filled: 3/29/2021

Recruitment Source That Referred Ultimate Hire: Employee/Personal Referral

Total Number of Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee/Personal Referral	N/A	Ivonne Ramirez	N/A	No
NBCUnicareers.com (3)	N/A	N/A	NABJ	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: News Content Producer – NBC 5 Chicago

Date Job Filled: 6/14/2021

Recruitment Source
That Referred
Ultimate Hire: NBCUnicareers.com

Total Number of
Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers.com (3)	N/A	N/A	N/A	No
Current NBCU Staff Employee (2)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Account Executive - Chicago

Date Job Filled: 6/21/2021

Recruitment Source
That Referred
Ultimate Hire: Current NBCU Staff Employee

Total Number of
Interviewees: 8

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers.com (3)	N/A	N/A	N/A	No
Current NBCU Staff Employee (4)	N/A	N/A	N/A	No
Employee/Personal Referral (1)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Consumer Investigative Producer-NBC Chicago

Date Job Filled: 7/5/2021

Recruitment Source
That Referred
Ultimate Hire: Current NBCU Staff Employee

Total Number of
Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current NBCU Staff Employee (3)	N/A	NA	N/A	No
Employee/Personal Referral (1)	N/A	N/A	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Content Producer – Sports, NBC 5

Date Job Filled: 7/12/2021

Recruitment Source
That Referred
Ultimate Hire: Current NBCU Staff Employee

Total Number of
Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
Employee/Personal Referral (2)	N/A	Lauren Stone Kevin Cross	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: News Producer, WSNS-TV

Date Job Filled: 1/18/2021

Recruitment Source
That Referred
Ultimate Hire: Current NBCU Staff Employee

Total Number of
Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnivesal.com (2)	N/A	N/A	N/A	No
Current NBCU Staff Employee (2)	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: Sports Anchor/Reporter Telemundo Chicago

Date Job Filled: 2/15/2021

Recruitment Source
That Referred
Ultimate Hire:

Employee/Personal Referral

Total Number of
Interviewees:

1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee Personal Referral (1)	N/A	David Doeblar	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: News Assignment Editor, Telemundo Chicago

Date Job Filled: 3/1/2021

Recruitment Source
That Referred
Ultimate Hire: Former Intern

Total Number of
Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current NBCU Staff Employee (2)	N/A	N/A	N/A	No
Former Intern (1)	N/A	N/A	N/A	No
Sourced from LinkedIn by NBCU TA (1)	N/A	N/A	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No
Appendix	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)